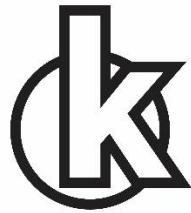


## Director of Discipleship

FLSA: Exempt (Ministerial) | Full-Time

Accountable to: Lead Pastor

Direct Reports: Outreach Minister, Care Minister, Discipleship Coordinator



**Purpose:** The Director of Discipleship is responsible for providing directional leadership of the making of disciples at Kingsway. This includes leadership over the areas of Discipleship, Groups, Care & Outreach.

### Duties and Responsibilities:

- Provide directional leadership of the disciple-making pathway and strategies at Kingsway, ensuring that the people of Kingsway are continually growing to become more like Jesus. Create strategies and cast vision for discipleship for Kingsway through annual planning processes.
- Regularly evaluate effectiveness of discipleship and overall alignment with Kingsway's mission, vision and strategic direction, making changes and realigning as needed.
- Develop and implement a comprehensive strategy for growth and discipleship (ex: pathways that help guide people through the growth path (moving from spiritually curious, to believer, to disciple to disciple maker)).
- Provides leadership, direction, accountability, and oversight for the ministries within the Discipleship Team: Groups, Outreach & Care. This should include at least a monthly 1:1 meeting, regular development, coaching & feedback, and an annual Action Plan process (including individual & ministry priorities).
- Work with team to assess the effectiveness of discipleship within groups and to train/equip leaders with the vision (why) and training (how) to make disciples.
- Continually looking for ways to build leaders who build other leaders, always looking for ways to give ministry away, build volunteer teams and ensure the ministries within the team are developing a strong base of volunteers and key leaders. Form a serving team of spiritually mature leaders who come alongside to help lead the disciple-making strategies of Kingsway.
- Serves as a member of the Directional Team, taking ownership of specific Directional Team duties and partnering with Directional Team to ensure Vision, Organizational Strategies & Structure align with overall mission of Kingsway. Regular reporting to Elders.
- Champion and manage church-wide initiatives and partnerships that align with their ministry area, providing oversight for both seasonal projects and long-term efforts.
- Participate as a member of the teaching team, including preaching on the main stage on Sunday mornings as a backup to the Lead Pastor approximately 8 times per year.
- Creates and maintains Discipleship budget that aligns with overall strategy and goals.
- This is a ministerial position and therefore may be called upon to perform weddings & funerals (if ordained), baptisms and pastoral care when needed.
- Performs related duties as assigned by Leader.

### Qualifications & Requirements:

- Bachelor's degree required. Desired that degree be in a related field from a four-year college or university; or 3-5 years related experience and/or training; or equivalent combination of education and experience. Proven experience leading & developing multiple staff and teams required.
- Competencies, Skills & Experience desired: Mature Christian | High capacity leader, able to handle multiple projects & priorities simultaneously | Strong decision quality (Able to make decisions through multiple filters despite ambiguity at times, and communicate those well) | High level communication, interpersonal & conflict resolution skills | Heart for the spiritual formation of those in our community | Knowledge of how to multiply ministry | Preaching experience & ability to effectively communicate God's word.

- Confidentiality – This position regularly handles confidential information such as Church Attendee information, family meetings, financial information, volunteer background information and medical information. It is expected to keep this confidential at all times.
- This position is a 'Ministerial' position and is eligible for a housing allowance under IRS law. Ordination required.
- Must be a member of Kingsway Christian Church and be taking steps on the Growth Path, but at least at the "believer" level in each category. Must demonstrate that they are 'all in' at Kingsway - showing commitment to the Mission, Vision, and Cultural Behaviors & Beliefs of Kingsway.
- Schedule: This position is full-time, Sunday-Thursday (~40 Hours). Plus additional events. Travel to visit missionary partners would be encouraged.